

*Regis*  
*NOT*

3 March 1987  
OCA 87-0751

MEMORANDUM FOR: DD/OP  
DD/OP/PA&E  
DD/EEO  
C/ALD/OGC

FROM:  Legislation Division  
Office of Congressional Affairs

SUBJECT: Federal Employee Compensation Bills

1. Several bills have been introduced in Congress which address issues regarding pay equity for Federal employees. It is expected that some of them will be enacted this year. Accordingly, I have attached them for your review and comment.

2. S. 5, the Pay Equity Act of 1987, is designed to eliminate sex, race, ethnicity, age, and disability discrimination vis-a-vis wages. It requires the Equal Employment Opportunity Commission to propose guidelines to identify and eliminate discriminatory wage-setting practices and pay differentials.

3. Section 6 of S. 5, known as the Federal Employee Compensation Study Act of 1987, establishes a Commission on Compensation Equity to study classification, grading and pay-setting processes to determine disproportionate representation by women, blacks, the handicapped, etc., in certain positions. The Commission is authorized to obtain any information, estimates and statistics deemed necessary. It may also hold hearings to fulfill its duties. It will set forth its findings in a report which will also contain administrative and/or legislative recommendations. The Director of the Office of Personnel Management will then provide a plan and timetable to carry out these recommendations.

4. S. 552, the Federal Employee Compensation Equity Act of 1987, sets up a Commission on Compensation Equity to study rates of basic pay in Federal jobs as compared to the sex, race and national origin of employees holding these jobs. As in S. 5, the Commission can obtain any information and statistics it needs from an agency, although it is not granted the authority to hold hearings. The agency may not require review of the Commission's report before the report is submitted for review by the Congress.

5. H.R. 387, the Federal Equitable Pay Practices Act of 1987, is the companion bill to section 6 of S. 5 and to S. 552. It concerns wage-setting practices with regard to sex, race and national origin, but not handicap. It establishes a Commission on Equitable Pay Practices which will investigate the Government's job classification and prevailing rate systems. The Commission may hold hearings and issue subpoenas to compel the attendance and testimony of witnesses and the production of evidence. It may secure any information it requires from any agency.

6. Please review these bills and refer your comments to me. You may contact me on secure [redacted]

Attachments:  
as stated

Distribution:

- 1 - Each Addressee
  - 1 - D/OCA
  - 1 - DDL/OCA
  - 1 - DD/SA/OCA
  - 1 - DD/HA/OCA
  - 1 - Senate Liaison/OCA [redacted]
  - 1 - OCA Registry
  - 1 - OCA/LEG/RH Signer
  - 2 - OCA/LEG/Subject Files: EEO & Federal Pay Reform
- OCA/LEG [redacted] (3 Mar 87)